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SPRING MEMBERSHIP DRIVE: EACH ONE--REACH ONE

The following memo from Susan Griffin, AFT Local 1990 Staff Organizer, deserves special attention:

The first order of business is to thank all those who participated in our information session on January 28, 1987. It was a small group, but an informative session. Special thanks to department representatives, who worked to spread word of the meeting to colleagues; to Laurel Brodsley, who talked about the reappointment procedure in the English Department; to Marde Gregory, who gave us an update on union grievances; and to Nicole Dufresne, who brought most of the French lecturers with her.

This spring, we're going to try something new as our recruitment effort: our "EACH ONE--REACH ONE" campaign (yes, we're stealing that catchy phrase). The recruiting staff will match each union member with a non-member in Unit 18, since that is our target group. We'll try to give each of you a target person in your department or one close to you. In the beginning of spring term, we'll send you a letter letting you know who your target is, along with some recruiting materials and a membership form. Your mission then will be to contact and sign up that person as a new member!

We could use your help right now to get this campaign started. If your department has a list of currently employed lecturers (Unit 18), preferably with information on home addresses and phone numbers, please send us a copy. We're not having much luck getting that kind of information from the University--and we do need it, not only for this campaign, but because the union now has a legal responsibility to represent all Unit 18 members. We need to know who they are.

But the union isn't all work. We're going to play softball this spring. Free t-shirts to all team members! If you've had any experience with intramural softball and would like to help get our team organized, please call me at 6-8608. And if you're ready to play, let me know. It's a good way for us to get to know each other, and one way to make our presence felt here on campus. We will have t-shirts for sale for everyone by spring quarter--buy one and wear it proudly!

Remember: this local can act effectively only if it has the strength of a committed membership behind it. If each of us can sign up just one member, we can double our number before the end of this year. So let's do it; EACH ONE--REACH ONE!

FROM THE LOCAL 1990 PRESIDENT: THE CASE FOR OPEN FILES

As you may have heard, the UC-AFT is seeking to dismantle the University's secrecy policies on tenure and promotion reviews. We have called for access to "the full texts of outside letters and all recommendations made beyond the department level...We also seek the names of outside reviewers and of members of the ad hoc committee."

As the AFT brief points out, confidentiality policies apparently began at the University during the McCarthy era as a way of keeping secret the administration's reviews of the political attitudes and activities of faculty. But there is no evidence that confidentiality policies actually improve decision-making.

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A number of universities (Oregon, Colorado, Wisconsin, and our own state universities) already have files open to the candidate for tenure or promotion. Our university's current closed system does not allow the candidate the complete information he or she needs to challenge a decision. In my three years as chair of the Sociology Department, I saw many instances in which faculty felt powerless to mount the most effective challenges to unfavorable recommendations or decisions. It seems especially ludicrous to me that the recommendations of deans, the provost, and other administrators should be confidential. Outside reviewers are almost uniformly of higher status than those whose work they review; they have little to fear from an open files policy.

Our legal challenge is expensive (we've spent $50,000 so far). You can make a tax-deductible contribution to the Open Files Defense Fund through me, or you can send a contribution to the state-wide office (P.O. Box 2181, Del Mar, CA, 92014).

--Phil Bonacich

LIBRARIANS CAUCUS OF LOCAL 1990 ORGANIZES FOR 1987

After the University Federation of Librarians (UFL), UC-AFT, was elected as the exclusive collective bargaining agent representing librarians at the University of California, the Local 1990 librarian members formed a group called the Librarians Caucus. The Caucus has three important purposes: to encourage an increase in librarian membership in Local 1990; to address issues unique to the librarians' bargaining unit; and, as its special goal, to establish communication and discussion of problems and suggestions among campus librarians.

The Caucus has decided that its most important task is to meet regularly for discussions and announcements, and so we have instituted monthly meetings, usually held at noon. Recent discussions have centered on 1987 contract reopeners. All librarian members are encouraged to attend meetings when possible, and to bring up any matters that the Caucus or the Local 1990 Executive Board should consider.

Membership growth is another major goal of the Caucus. Personal contact, colleague to colleague, is the most effective means of recruiting new members. Librarians who are already members should continue to talk to their colleagues who have not yet joined the union, offering them information about the union's goals and achievements and explaining its need for full membership support. The Caucus wants to emphasize to those librarians who have not yet joined the importance of their support and involvement. The union negotiates with the University on behalf of all librarians regarding salary, benefits, and terms and conditions of employment. The number of librarian members of the union is a crucial factor in negotiating strength. Membership input and involvement are necessary elements of a vital and democratic union.

The Caucus' bureaucratic structure and amount of paperwork generated have been kept intentionally minimal, in recognition of the UC librarians' already busy schedules. Several librarians have volunteered to be representatives for 1987. They will help distribute mailings, speak with new librarians about joining the union, and answer or refer questions about the union and contract.

Roberta Medford (Public Affairs Service, 5-1088) is the Chair in charge of coordinating the work of the Caucus. The current contract administrator and chief negotiator for the librarians is Miki Goral, in URL Reference (5-1544). Please contact either Roberta or Miki if you are interested in joining the union or if you have any questions to ask.

UC-AFT LOCAL 1990 FILES SUIT ON POST-APPOINTMENT SEARCH

The UCLA administration has announced its intention to conduct a national search for all the non-senate faculty incumbents eligible for a major review (and resulting three-year renewable appointment) as provided by the new Unit 18 contract. According to the administration, departments will search the incumbent's position and, if a "better" candidate is found, the incumbent will not be reviewed. Instead, the incumbent will be terminated.

The UC-AFT disagrees with and strongly objects to the administration's position on national searches at the major-review stage. We maintain that there is no past precedent for such a policy for other faculty at comparable stages of employment. The policy constitutes a flagrant attempt by the University to circumvent the Memorandum of Understanding signed between the University and the AFT.

The University Council, consisting of statewide officers and representatives of each of the UC-AFT's nine locals, has approved funding to file suit against UCLA. The suit will ask that the University be enjoined from implementing this national search policy.

If the position of any Unit 18 member is being searched in advance of the major review, the local advises the member to reapply for the position under protest. The member should cite the union position that we are entitled to the review and that the national search is not permissible. Contact UCLA Contract Administrator Thomas Heinkel Miller (5-4501) with questions or problems regarding this procedure.

TWO-YEAR RULE IN SOCIOLOGY DEPARTMENT OVERTURNED BY UC-AFT

The UCLA Department of Sociology has been directed to end its two-year limitation on lecturer service because the policy is in direct violation of the Unit 18 contract. Department Chair Howard E. Freeman had indicated that lecturer Janet Lever could not reapply for her position due to "the department's two-year rule."

Local 1990 President Phil Bonacich, a professor and former chair of Sociology, brought the grievance action along with Lever. Bonacich, Lever, and UCLA Contract Administrator Thomas Heinkel Miller (Director of Forensics) and systemwide Contract Administrator Marde Gregory (Speech) held an informal conference (Step 2 of the grievance procedure) with Social Sciences Dean David A. Sears and Acting Vice-Provost Carol A. Hartzog to discuss the status of lecturer appointments in Sociology.

Agreeing with the UC-AFT Local 1990's position, Dean Sears has informed the Sociology chairman that the department "cannot have the firm two-year limitation on service" and that Lever is eligible to be considered for reappointment.

It is our belief that this should end, once and for all, departmental attempts to impose arbitrary limits on the lengths of employment. We will continue to monitor closely and respond vigorously to any future efforts to violate the union contract. Any Unit 18 members who have experienced departmental efforts to impose arbitrary limits on their employment should contact UCLA Contract Administrator Thomas Heinkel Miller at 5-4501.

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